

FINANCIAL/ HUMAN RESOURCES SYSTEM

Functional Area: Management Services

Department: Accounting/ Budget/ Human Resources/ Purchasing/ Schools

Project Description/Justification:

The county's financial software was licensed in 1984 and Human Resources/Payroll software was licensed in 1991. Since then, tremendous advances in technology have influenced business processes and the design of systems.

Enterprise-wide systems are one such technological advancement. Implementation of an enterprise-wide system will support automation of business processes while providing county and school departments with on-line, up-to-date human resources and financial information they need to manage their businesses and satisfy external reporting requirements.

A detailed functional and technical requirements analysis of the county and school operations covering the financial, human resource and payroll processes and systems has been completed. The project also includes funding for the procurement of software, implementation consulting services, hardware and personnel.

During the course of the project, the county will undertake the redesign of business processes, manage change, test the software and processes, train employees, and implement the new systems.

The county intends to evaluate and procure software and implementation services in FY2004, and the system is planned to be on-line in FY2006.

Facility Plan:

N/A

Location/Site Status:

Countywide.

Estimated Project Costs:

Total project cost is estimated at \$12,289,000. The county, schools, and utilities department are jointly sharing in the project funding.

Operating Cost Detail:

The county's share of new operating costs is estimated to be approximately \$250,000 per year as detailed below.

Impact If Not Completed:

The county's current financial/human resources systems are becoming obsolete. Improvements such as reductions in transaction times, reporting, and enterprise-wide access to data cannot be achieved without significant enhancements or replacement of existing systems. Operational efficiencies estimated at \$1.9 million annually will be harder to achieve and deployment of electronic services to customers will fall behind expectations without a change in existing systems. Expenditures of approximately \$2.5 million will be required for other automation projects if this project is not completed, resulting in minor improvements in system capabilities and data integration.

Financing / Operating Budget Impact

	<u>Prior Years</u>	<u>FY2004</u>	<u>FY2005</u>	<u>FY2006</u>	<u>FY2007</u>	<u>FY2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>TOTAL FY04-10</u>
Financing									
General Fund	\$320,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Debt Funded	4,900,000	3,041,400	0	0	0	0	0	0	3,041,400
Other Sources	0	0	0	0	0	0	0	0	0
Cash Proffers	0	0	0	0	0	0	0	0	0
TOTAL	\$5,220,000	\$3,041,400	\$0	\$0	\$0	\$0	\$0	\$0	\$3,041,400
Operating Expenses									
Personnel		\$0	\$0	\$64,900	\$67,500	\$70,200	\$73,000	\$76,000	\$351,600
Operating		0	0	182,400	185,100	191,000	197,200	203,600	959,300
TOTAL		\$0	\$0	\$247,300	\$252,600	\$261,200	\$270,200	\$279,600	\$1,310,900